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MUNITIONS MAINTENANCE CAREER LADDER AFSCS 46130, 46150, 46170, --ETC(U)
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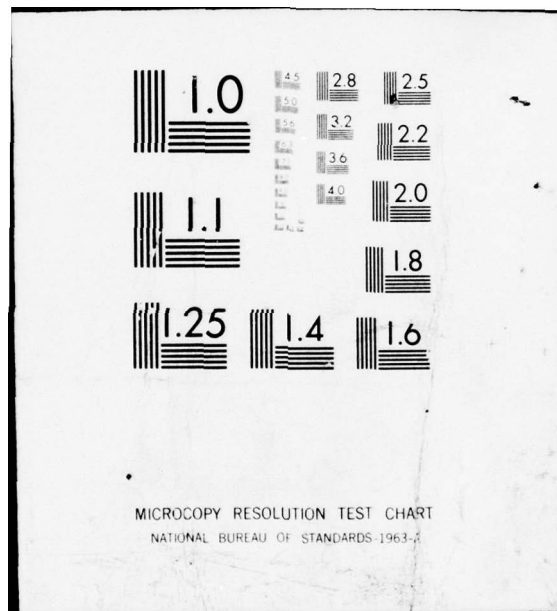
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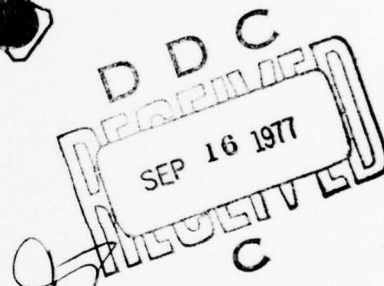
OCCUPATIONAL SURVEY REPORT.

(Final)

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Thomas P. Jones



MUNITIONS MAINTENANCE CAREER LADDER

AFSCs 46130, 46150, 46170, AND 46190.

AFPT-90-461-243

29 JUL 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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TABLE OF CONTENTS

	PAGE NUMBER
SUMMARY OF RESULTS	2
PREFACE	3
INTRODUCTION	4
INVENTORY DEVELOPMENT AND ADMINISTRATION	4
SUMMARY OF BACKGROUND INFORMATION	7
CAREER LADDER STRUCTURE	9
ANALYSIS OF AFM 39-1 SPECIALTY DESCRIPTIONS AND DAFSC GROUPS	13
ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS	22
COMPARISONS OF CONUS/OVERSEAS TASK PERFORMANCE	25
TASK DIFFICULTY	26
COMPARISONS TO EARLIER STUDIES	29
COMPARISONS OF OCCUPATIONAL SURVEY DATA WITH SPECIALTY TRAINING STANDARD (STS) 461X0	30
CONCLUSIONS	31
APPENDIX A	32

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SUMMARY OF RESULTS

1. The Munitions Maintenance Career Ladder (AFS 461X0) was surveyed between October 1976 and February 1977; analysis of the data was completed in July 1977. The sample included 2149 respondents representing approximately 39 percent of the assigned manning for this specialty.
2. Twenty-seven job types and clusters were identified. The largest cluster contains 397 members who spend much of their time performing tasks related to receiving, storing, and issuing munitions (29 percent); and shipping and transporting munitions (27 percent). This cluster accounts for 18.5 percent of the survey sample.
3. Relatively few (28) tasks are performed by more than 30 percent of DAFSC 46150 job incumbents. All 28 of these tasks are rated as comparatively easy-to-learn (low difficulty) by supervisors.
4. AFM 39-1 specialty descriptions cover most of the tasks performed by DAFSC 461X0 personnel. However, there are two areas which are not supported by occupational survey data. First is the assembly of missiles and second is technical escort for chemical agents or chemical munitions. In addition, the responsibility for performing organizational and intermediate level maintenance on assigned munitions, non-powered AGE and munitions handling equipment is unrelated to the other duties in this specialty. Such tasks seem to be more appropriately the responsibility of personnel in AFS 423X5 Aerospace Ground Equipment or AFS 472X1C Special Vehicle Maintenance-Materials Handling Equipment.
5. There were only minor differences in task performance between 5-skill level personnel stationed in CONUS and those stationed overseas. The task showing the greatest difference involves operating rough terrain forklifts. Eight percent of CONUS and 21 percent of overseas personnel perform this task.
6. The Specialty Training Standard (STS) generally covers the types of duties and tasks performed by job incumbents. Slightly higher skill/knowledge requirements for corrosion control, disposal and emergency destruction of munitions seems desirable.
7. Survey respondents indicated less favorable responses relative to job interest, perceived utilization of talents and training than the responses from job incumbents in a sample of career ladders surveyed during 1976. Reenlistment intentions, however, are about the same for members of this specialty as were expressed by incumbents in other specialties surveyed during 1976.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Munitions Maintenance Career Ladder, (AFSC's 46130, 46150, 46170, and 46190). The project was directed by USAF Program Technical Training, Volume 2, dated January 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Lt David S. Street, Inventory Development Specialist. Mr. Thomas P. Jones analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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OCCUPATIONAL SURVEY REPORT
MUNITIONS MAINTENANCE CAREER LADDER
(AFSC'S 46130, 46150, 46170 AND 46190)

INTRODUCTION

→ This is a report of an occupational survey of the Munitions Maintenance Career Ladder, (AFSC's 46130, 46150, 46170 and 46190), conducted by the Occupational Survey Branch, USAF Occupational Measurement Center.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current career field structure and training documents; and (4) conclusions. ↑

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-461-243. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 435 tasks grouped under 14 headings. Thorough research of publications and directives, personal interviews with 11 subject-matter specialists at three bases, and written reviews from 91 experienced Munitions Maintenance personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSCs identified above. Survey administration occurred from 4 October 1976 through 22 February 1977 based upon the July 1976 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of July 1976 and the percentage by major command of inventory booklets returned from the field. The sample of 2,149 incumbents represents 39 percent of career ladder members.

After supplying identification and biographical information, incumbents indicated the tasks performed in their current job. Tasks were then rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job.

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The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, the following types of tasks were written in by three or more respondents:

- a. Supervise/monitor inspection, storage, handling and maintenance of munitions by allied/foreign Air Force personnel.
- b. Plan/conduct explosive safety training.
- c. Plan/conduct special safety projects/programs.
- d. Analyze safety discrepancies/mishaps for trends.
- e. Coordinate munitions accountability.
- f. Maintain accurate records of supply point munitions (custody accounts).
- g. Verify count of munitions delivered and returned from flightline.
- h. Monitor/schedule personnel for human relations and drug/alcohol abuse training.
- i. Monitor/schedule squadron in-house and FTD training.
- j. Monitor/schedule traffic safety courses.
- k. Maintain storage status boards.
- l. Order forms.
- m. Perform Time Compliance Technical Orders (TCTOs) on munitions.
- n. Post Technical Orders (TOs).
- o. Monitor Security Alarm System.

TABLE 1

COMPARISON OF PERCENT PERSONNEL ASSIGNED TO EACH COMMAND WITH PERCENT
PERSONNEL IN SURVEY SAMPLE IN EACH COMMAND

<u>COMMAND</u>	<u>PERCENT OF PERSONNEL ASSIGNED</u>	<u>PERCENT OF SURVEY SAMPLE</u>
TAC	36	39
USAFE	20	18
PACAF	15	14
SAC	12	12
AFLC	7	8
AFSC	4	4
AAC	2	2
ATC	2	2
MAC	1	1
ADC	1	1
OTHERS	*	*

* LESS THAN ONE PERCENT

SUMMARY OF BACKGROUND INFORMATION

A section for background data is included in each USAF Job Inventory. Survey respondents are requested to provide biographical information and report their feelings and perceptions of their jobs. Table 2 summarizes the background data collected relative to job interest, perceived utilization of talents, perceived utilization of training and reenlistment intentions. The table presents the data for the first enlistment (0-48 months AFMS) group and the career (49 or more months AFMS) group. For comparisons with other Air Force personnel, the table also summarizes data collected on other career ladders surveyed during 1976.

In the areas of job interest, perceived utilization of talents, and perceived utilization of training, responses by Munitions Maintenance personnel are considerably less favorable than those of the combined figures for career ladders surveyed in 1976. However, the data for reenlistment intentions for DAFSC 461X0 incumbents are approximately the same as the combined figures for the career ladders surveyed during 1976 (see Table 2). These comparisons apply to both the first enlistment group and the career group.

A partial explanation for the low job interest and low percent of positive perceptions of utilization of talents and training may lie in the nature of the tasks performed. The majority of the tasks do not involve a high level of difficulty, complexity or variety and therefore may not offer a sufficient challenge to many airmen in this career ladder.

Surprisingly, the actual reenlistment percentage for FY 1976 provided by the Air Force Military Personnel Center (AFMPC), for first term airmen is 42.1 percent for AFS 461X0. This compares favorably to the 37.3 percent for all Air Force specialties combined. Reenlistment figures for first term airmen in DAFSC 461X0 further improved to 68.3 percent for the quarter ending December 1976, according to MPC.

TABLE 2

JOB INTEREST, UTILIZATION OF TALENTS AND TRAINING AND REENLISTMENT
INTENTIONS FOR FIRST ENLISTMENT AND CAREER PERSONNEL IN PERCENT
MEMBERS RESPONDING

	461X0		COMBINED CAREER LADDERS SURVEYED DURING 1976	
	0-48 MONTHS AFMS	49-240+ MONTHS AFMS	0-48 MONTHS AFMS	49-240+ MONTHS AFMS
<u>JOB INTEREST</u>				
I FIND MY JOB:				
DULL	31	17	17	9
SO-SO	29	19	18	11
INTERESTING	40	64	65	80
<u>PERCEIVED UTILIZATION OF TALENTS</u>				
MY JOB UTILIZES MY TALENTS:				
VERY LITTLE OR NOT AT ALL	52	27	29	15
FAIRLY WELL OR BETTER	48	73	71	85
<u>PERCEIVED UTILIZATION OF TRAINING</u>				
MY JOB UTILIZES MY TRAINING:				
VERY LITTLE OR NOT AT ALL	35	24	21	17
FAIRLY WELL OR BETTER	65	76	79	83
<u>REENLISTMENT INTENTIONS</u>				
NO OR PROBABLY NO	56	26	57	27
YES OR PROBABLY YES	44	74	43	73

CAREER LADDER STRUCTURE

The job structure of the Munitions Maintenance career ladder, AFS 461X0, was determined on the basis of similarity of the tasks performed and the time spent on tasks by respondents to the survey. In the process of career ladder structure analysis the computer compares tasks performed and the time spent on the tasks by each person in the survey sample. Individuals with the greatest similarity in job performance are placed in the same group. Groups with the highest degree of overlap form job types; similar job types form clusters. The job types and clusters found for the Munitions Maintenance Career Ladder are depicted in a hierarchical grouping in Figure 1. These job types and clusters are listed below by group number, the kind of group, functional title and number of members in the group. A detailed description of background characteristics and representative tasks for each group is presented in Appendix A.

MUNITIONS ASSEMBLY, STORAGE AND MINOR MAINTENANCE

Personnel in the jobs in this functional area perform tasks necessary for the maintenance of munitions. The tasks performed deal with corrosion control, loading, operating tractors, stenciling, packing, crating, inspecting, and transporting munitions. The task performance for incumbents in this grouping of jobs differs from that of personnel in succeeding groupings by the time spent relative to Munitions Assembly, Maintenance, and Reconditioning (Duty J). Tasks from that duty are the most time consuming for survey respondents in this group of jobs.

Job groups identified in this area are:

- GRP239 (Cluster) = Munitions Assembly, Handling, Storage, and Minor Maintenance Specialist (N=145)
- GRP388 (Job Type) = Munitions Assembly, Minor Maintenance, and Handling Crew Chief (N=22)
- GRP278 (Cluster) = Munitions Corrosion Control, Cleaning, Storage and Equipment Operation Specialist (N=23)
- GRP439 (Job Type) = Ammunition Loading, Assembly, and Cleaning/Reconditioning Specialist (N=27)

INSPECTION, STORAGE, DISPOSAL

The members in this functional area are concerned with the storage of munitions. The tasks performed involve the safe storage, inspection and accounting for munitions. The jobs contained in this grouping are supervisory in nature and have a close relationship with those in the preceding functional area.

Job groups identified in this area are:

- GRP698 (Cluster) = Munitions Inspection, Storage, and Shipping Specialist (N=45)

GRP646 (Job Type) = NCOIC, Munitions and Equipment Inspection, Storage and Shipping (N=31)
GRP803 (Job Type) = NCOIC, Munitions Inspection (N=17)
GRP683 (Job Type) = NCOIC, Munitions Storage and Handling (N=22)
GRP575 (Job Type) = NCOIC, Munitions Assembly and Minor Maintenance (N=22)
GRP493 (Job Type) = Munitions Disposal Specialist (N=8)

INSPECTION

Job incumbents in this functional area perform some tasks that are performed by personnel in the two preceding groupings. The tasks differ in that the majority of the time spent is related to inspection functions. There is no other responsibility for other munitions maintenance functions found in the Inspect, Storage, Disposal group.

Job groups identified in this area are:

GRP528 (Cluster) = Munitions Inspector (N=150)
GRP545 (Job Type) = Munitions Inspection, Marking, Packing, and Storage Specialist (N=13)
GRP417 (Job Type) = Munitions Inspection, Processing, and Marking Specialist (N=10)

WAREHOUSING, HANDLING, AND EQUIPMENT OPERATION

The members of the job groups in this functional area perform tasks related to the physical movement of munitions and the preparation of storage areas.

Job groups identified in this area are:

GRP231 (Cluster) = Warehousing and Munitions Handling and Transporting Equipment Specialist (N=397)
GRP309 (Job Type) = Instructor (N=8)
GRP249 (Cluster) = Munitions Handling Supervisor (N=45)
GRP485 (Job Type) = Nuclear Weapons Transport/Handling/Storage Specialist (N=34)
GRP126 (Cluster) = Munitions Handling Equipment Operator (N=113)

INDEPENDENT JOB GROUPS

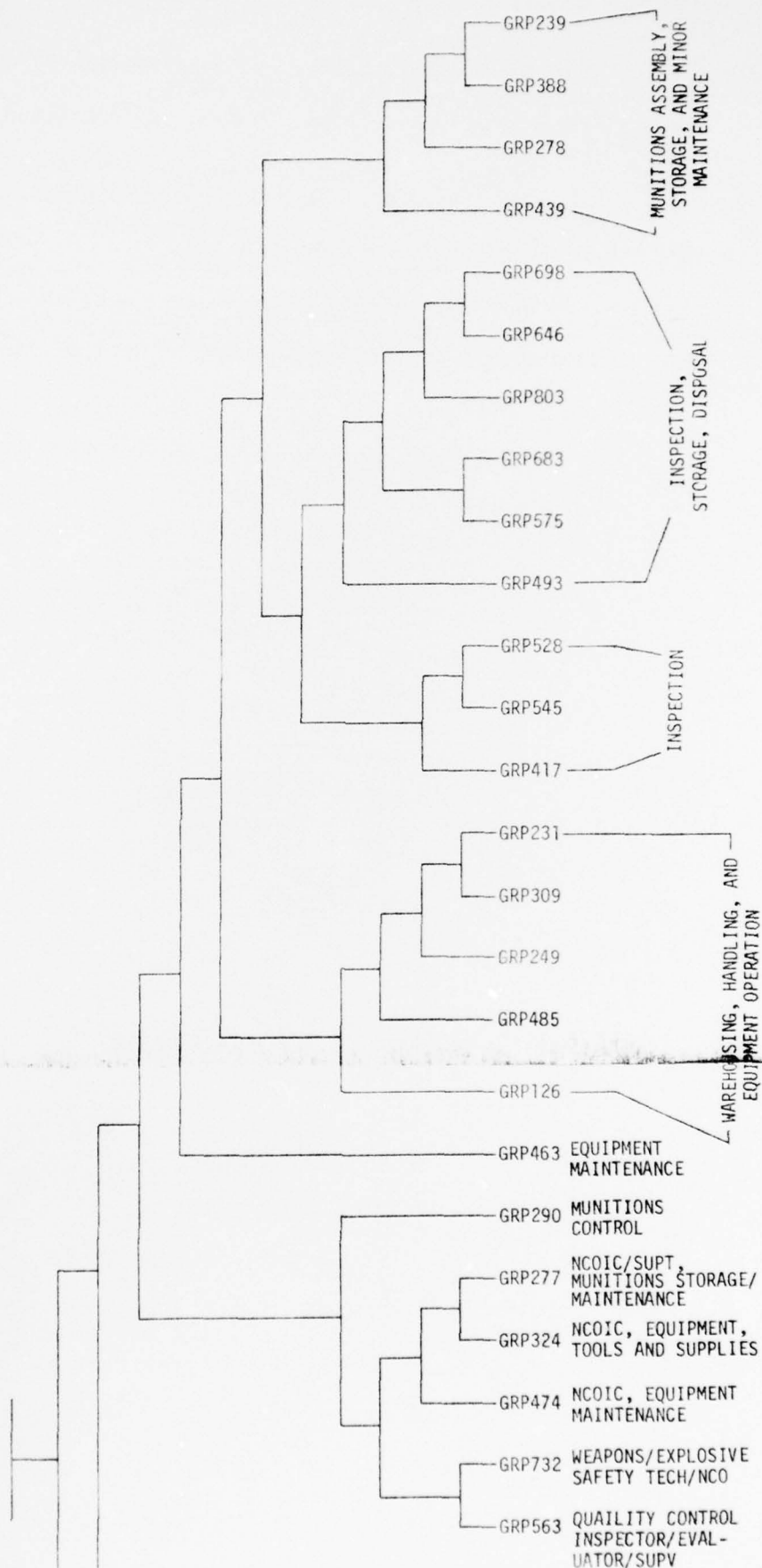
The various jobs in this category are related to the supervisory and equipment support functions necessary for the proper functioning of munitions maintenance organizations. The various jobs identified are:

GRP463 (Cluster) = Equipment Maintenance Specialist (N=95)
GRP290 (Cluster) = Munitions Control Specialist (N=136)
GRP277 (Cluster) = NCOIC, Superintendent Munitions Storage/Maintenance

GRP324 (Job Type) = NCOIC, Equipment, Tools, and Supplies (N=10)
GRP474 (Job Type) = NCOIC, Equipment Maintenance (N=11)
GRP732 (Job Type) = Weapons/Explosive Safety Specialist/Technician
(N=21)
GRP563 (Job Type) = Quality Control Evaluator/Inspector (N=26)
GRP589 (Job Type) = Munitions Inspection Records/Reports Specialist
(N=17)
GRP365 (Cluster) = Tool Crib/Supply Custodian (N=20)

The 27 clusters and job types listed above in this section account for 75 percent of the survey sample. The other 25 percent of the survey respondents did not fall within these 27 groups due to lack of similarities in task performance.

FIGURE 1



ANALYSIS OF AFM 39-1 SPECIALTY DESCRIPTIONS AND DAFSC GROUPS

Analysis of AFM 39-1 Job Descriptions

In the analysis of DAFSC groups comparisons were made between the job descriptions compiled from survey data and the specialty descriptions in AFM 39-1 for DAFSC's 46130/50, 46170 and 46190. The comparisons indicate that the AFM 39-1 Specialty Descriptions cover the technical tasks performed by significant percentages of DAFSC 461X0 personnel. However, some clarification and modifications appear warranted.

The AFM 39-1 description for AFS 46130/50 states in paragraphs 1 and 2b: "Locally disposes of nonhazardous unserviceable or serviceable excess ammunition when authorized." To improve understanding, the word "ammunition" should be deleted and "nonnuclear aerospace munitions" should be substituted. The word "ammunition" is commonly used in reference to 20mm-105mm or small caliber ammunition, whereas the generic term "munitions" is commonly used to convey a more general meaning which includes small caliber ammunition, bombs and other explosive devices. Since a similar statement also appears in the description for AFS 46170, the same need for clarification applies. The description for AFS 46190 provides for "routine disposal of unserviceable munitions." Again, the term "nonnuclear aerospace munitions" would enhance accuracy.

Responsibility for assembly of missiles and the associated explosive bolts, squibs, fairings, fins, and tracking flares is contained in paragraph 2b of the descriptions for both the AFS 46130/50 and the AFS 46190. According to comments from supervisors in the field the assembly of missiles is the responsibility of Missile Systems Maintenance (AFS 316X1) personnel. Survey data show no significant performance of tasks associated specifically with the assembly of missiles. Similarly, the technical escort for chemical agents and/or munitions is not performed by DAFSC 461X0 personnel. Field supervisors stated that technical escort for chemical munitions was formerly performed (principally at Hill AFB, on Okinawa and in USAFE) by the now defunct "A" shred. No training is now provided on chemical agents other than on riot control items, such as tear gas and smoke pots nor is there data indicating task performance related to decontamination of chemical munitions or technical escort. Technical escort is provided by the US Army; however, the Army has indicated that it could not handle the load in the event of war, according to comments made by field supervisors. The responsibility could be retained in AFM 39-1 until this issue is resolved, although survey data indicate these tasks are not currently being performed.

Paragraph 2e of AFM 39-1 for AFS 46130/50 states: "Performs organizational and intermediate level maintenance on assigned munitions non-powered AGE and handling equipment within the capability of assigned unit." A relatively small percentage of DAFSC 46150 personnel perform equipment maintenance tasks other than "operator maintenance" or tasks involving cleaning, painting or corrosion control. The technical equipment maintenance

tasks are generally performed by less than ten percent of the 5-skill level incumbents. For example, only six percent of the 5-skill level respondents rebuild munitions handling equipment hydraulic system cylinder assemblies or valve assemblies (task M37). Eight percent of the 5-skill level group responded that they remove, install, or reconnect munitions handling equipment brakes (task M38). Although small percentages of DAFSC 46150 personnel do perform some technical maintenance tasks on AGE/munitions handling equipment, these tasks appear to relate more to AFS 423X5 Aerospace Ground Equipment Mechanic or AFS 472X1C, Special Vehicle Mechanic-Materials Handling Equipment (as provided in AFM 77-310 Vol II, paragraphs 243-247 and atch 5) than to the basic job of assembly, packing, storage, handling, inspection, and delivery of munitions which characterize the 461X0 career ladder. If AFS 461X0 personnel are to continue to perform equipment maintenance on non-powered AGE, as seems likely, then a separate shred or, at the least, a special experience identifier (SEI) would be useful.

A typing error appears in the last sentence of paragraph 2e in the description for AFS 46130/50: "...round safety" should read "...ground safety."

Analysis of DAFSC Groups

Table 3 shows the average amounts of time spent by DAFSC 46150 personnel on tasks from the job inventory duties. Shipping and Transporting Munitions, Duty I, accounts for the greatest amount of time (19 percent) spent by DAFSC 46150 job incumbents. Receiving, Storing, and Issuing Munitions, Duty H, required 16 percent of this group's time. Maintaining Equipment and Facilities, Duty M, consumes 13 percent of the duty time of the 5-skill level respondents. These three duties thus account for 48 percent of the working time of the 5-skill level personnel. The remainder of their job time is spread over tasks in a wide variety of the inventory duties.

Table 4 lists tasks which are performed by large percentages of 5-skill level job incumbents. Only 28 tasks are performed by more than 30 percent of these DAFSC 46150 personnel. All 28 tasks are rated as comparatively easy-to-learn (low difficulty) by supervisors and experienced field personnel (see section on task difficulty).

Table 5 depicts the tasks which are performed by the largest percentages of job incumbents with DAFSC 46170. A comparison with Table 4 reveals that only four tasks which are performed by high percentages of DAFSC 46170 job incumbents are also performed by more than 30 percent of the personnel with DAFSC 46150. The transition from the 5-skill level to the 7-skill level is clearly marked by an increase in task performance dealing with administrative, supervisory and training responsibilities and a corresponding reduction in task performance related to packing, marking, storage, handling, vehicle operation and vehicle operator maintenance.

Table 6 shows that the 9-skill level job incumbents primarily perform tasks involving supervision, management and administration. The percentage of members performing these tasks is also very large. A high degree of

job commonality is evident at the superintendent level, especially as compared to the 5- and 7-skill levels.

Table 7 lists tasks with the greatest differences in percent members performing between the specialists (5-skill level) and the technician/supervisors (7-skill level) surveyed. It is the tasks involving Organizing and Planning (Duty A) and Directing and Implementing (Duty B) rather than technical tasks which reflect the greatest differences. This table shows that the transition from specialist (5-skill level) to technician/supervisor (7-skill level) marks a major change in task performance.

The change from supervisor to superintendent, depicted in Table 8, also shows substantial differences in task performance. Typically, the 9-skill level incumbents perform more managerial and higher level supervisory tasks, with a corresponding reduction in lower level supervisory and administrative tasks. The greatest increases in percent members performing tasks at the 9-skill level are on tasks from Duty A (Organizing and Planning) and Duty B (Directing and Implementing).

Table 3 summarizes the time spent on tasks in the duties in the job inventory by the 5-, 7-, and 9-skill level incumbents. The transition from specialist to supervisor and from supervisor to superintendent is easily seen in the changes in percentages of time spent in the various duties.

TABLE 3
AVERAGE PERCENT TIME SPENT ON EACH DUTY
BY 5-, 7-, AND 9-SKILL LEVEL INCUMBENTS

DUTY	PERCENT TIME SPENT		
	5- SKILL LEVEL	7- SKILL LEVEL	9- SKILL LEVEL
A ORGANIZING AND PLANNING	4	12	25
B DIRECTING AND IMPLEMENTING	7	19	29
C INSPECTING AND EVALUATING	6	15	21
D TRAINING	4	10	9
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	6	7	3
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	6	5	1
G DISPOSING OF UNSERVICEABLE AIR MUNITIONS	1	1	1
H RECEIVING, STORING, AND ISSUING MUNITIONS	16	7	3
I SHIPPING AND TRANSPORTING MUNITIONS	19	6	2
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	7	3	*
K TESTING MUNITIONS	1	*	*
L MANAGING NUCLEAR WEAPONS AND NUCLEAR WEAPONS SHAPES	2	1	1
M MAINTAINING EQUIPMENT AND FACILITIES	13	5	1
N PERFORMING MUNITIONS CONTROL	8	9	4

* LESS THAN ONE PERCENT

TABLE 4

TASKS PERFORMED BY LARGEST PERCENTAGES OF DAFSC 46150 INCUMBENTS
WITH RELATED TASK DIFFICULTY INDICES

17

TASK	TASK *DIFFICULTY INDEX	PERCENT PERFORMING
I19	2.8	64
I21	4.0	62
M30	3.6	56
C15	4.1	56
I23	2.4	56
E13	3.1	53
H28	3.5	50
I9	3.9	49
E9		
H16	4.0	46
H14	2.8	46
H11	3.8	45
I24	3.1	45
H18	3.5	43
I22	4.9	42
I18	3.6	39
H24	4.5	38
H30	3.8	38
H26	4.2	37
I15	4.2	37
M34	3.5	36
M16	2.1	34
B5	2.9	34
H6	3.0	34
C22	4.6	33
I11	3.7	33
H4	4.3	32
H25	4.0	32
	4.0	31

* SEE SECTION ON TASK DIFFICULTY

TABLE 5

TASKS PERFORMED BY LARGEST PERCENTAGES OF DAFSC 46170 INCUMBENTS

TASK	PERCENT PERFORMING
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	74
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	71
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	65
B11 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT	64
B4 ASSIGN PERSONNEL TO WORK PROJECTS	61
A14 PARTICIPATE IN OR CONDUCT STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	60
C15 INSPECT EQUIPMENT	59
B34 PROVIDE ADVICE TO RESOLVE TECHNICAL PROBLEMS OF SUBORDINATES	58
A1 COMPILE DATA FOR USE IN SPECIAL REPORTS	57
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	57
B27 IMPLEMENT SAFETY PRACTICES OR PROCEDURES	54
D24 DRAFT OR REVIEW CORRESPONDENCE OR REPORTS	54
D4 CONDUCT ON-THE-JOB TRAINING (OJT)	52
D22 INITIATE OR UPDATE TRAINING RECORDS, CHARTS, OR GRAPHS	52
A29 SCHEDULE LEAVES OR PASSES	52
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	51
D12 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	50
E13 PREPARE OR UPDATE VEHICLE FORMS	49
B5 CONDUCT INVENTORIES OF TOOLS, EQUIPMENT, OR SUPPLIES	49
C3 EVALUTE AVAILABILITY OF EQUIPMENT OR SUPPLIES	46
A16 PLAN FOR ISSUE, STORAGE, OR RECEIPT OF MATERIAL	45
B21 DIRECT STORAGE, HANDLING, MAINTENANCE, OR TRANSPORTATION OF CONVENTIONAL MUNITIONS	44
A8 DRAFT SECTION OPERATING PROCEDURES	44
D6 CONDUCT PROFICIENCY TRAINING	43

TABLE 6

TASKS PERFORMED BY LARGEST PERCENTAGES OF DAFSC 46190 INCUMBENTS

TASK	PERCENT PERFORMING
A14 PARTICIPATE IN OR CONDUCT STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	94
B40 SUPERVISE MUNITIONS MAINTENANCE SUPERVISORS (AFS 46170)	92
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	91
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	91
A1 COMPILE DATA FOR USE IN SPECIAL REPORTS	90
B2 ASSIGN PERSONNEL TO DUTY POSITIONS	90
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	88
A3 DETERMINE MANNING OR PERSONNEL REQUIREMENTS	78
A29 SCHEDULE LEAVES OR PASSES	78
B24 DRAFT OR REVIEW CORRESPONDENCE OR REPORTS	77
B34 PROVIDE ADVICE TO RESOLVE TECHNICAL PROBLEMS OF SUBORDINATES	77
C5 EVALUATE DELAYS OR INTERRUPTIONS OF WORK SCHEDULES	77
C3 EVALUATE AVAILABILITY OF EQUIPMENT OR SUPPLIES	77
B11 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT	77
A8 DRAFT SECTION OPERATING PROCEDURES	74
A21 PLAN OR IDENTIFY PERSONNEL FOR ADDITIONAL DUTY ASSIGNMENTS	74
B4 ASSIGN PERSONNEL TO WORK PROJECTS	70
A17 PLAN FOR SUPPORT OF SPECIAL MISSIONS, WARPLANS, OR TRAINING EXERCISES	69
D24 PERFORM INITIAL EVALUATIONS OF NEWLY ASSIGNED PERSONNEL	69
B31 INITIATE PERSONNEL ACTIONS	68
C4 EVALUATE COMPLIANCE WITH SECURITY DIRECTIVES	68
C15 INSPECT EQUIPMENT	68
C10 EVALUATE REPORTS OR RECORDS	66
C1 ANALYZE INSPECTION OR MAINTENANCE REPORTS	66
C7 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	66

TABLE 7

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 46150 AND 46170 PERSONNEL
IN PERCENT MEMBERS PERFORMING

TASK	PERCENT PERFORMING			DIFFERENCE
	46150	46170		
I21 OPERATE ROUGH TERRAIN FORKLIFTS	62	36		26
I23 PLACE PLACARDS ON MUNITIONS TRANSPORT OR HANDLING EQUIPMENT	56	31		25
H16 PLACE FIRE SYMBOLS OR HAZARD MARKERS ON STORAGE FACILITIES	46	24		22
I9 LOAD OR UNLOAD MUNITIONS INTO OR FROM TRANSPORT VEHICLES	48	27		21
H14 PALLETIZE MUNITION ITEMS ON WOOD OR METAL PALLETS	45	24		21
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	64	43		21
H26 STACK OR POSITION ASSEMBLED READY MUNITIONS	37	17		20
I22 OPERATE TUGS	39	19		20
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	20	74		-54
B11 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT	16	64		-48
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	18	65		-47
A14 PARTICIPATE IN OR CONDUCT STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	15	61		-46
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	26	71		-45
A29 SCHEDULE LEAVES OR PASSES	8	52		-44
D24 PERFORM INITIAL EVALUATIONS OF NEWLY ASSIGNED PERSONNEL	10	53		-43
B34 PROVIDE ADVICE TO RESOLVE TECHNICAL PROBLEMS OF SUBORDINATES	16	58		-42
A1 COMPILE DATA FOR USE IN SPECIAL REPORTS	16	57		-41
B4 ASSIGN PERSONNEL TO WORK PROJECTS	21	61		-40
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	12	51		-39
D22 INITIATE OR UPDATE TRAINING RECORDS, CHARTS, OR GRAPHS	15	52		-37
B24 DRAFT OR REVIEW CORRESPONDENCE OR REPORTS	4	41		-37
A8 DRAFT SECTION OPERATING PROCEDURES	7	44		-37
D14 DETERMINE TRAINING REQUIREMENTS	7	41		-34
B27 IMPLEMENT SAFETY PRACTICES OR PROCEDURES	20	54		-34
B40 SUPERVISE MUNITIONS MAINTENANCE SUPERVISORS (AFSC 46170)	2	35		-33

TABLE 8

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 46170 AND 46190 PERSONNEL
IN PERCENT MEMBERS PERFORMING

TASK	46170	PERCENT PERFORMING		DIFFERENCE
		46170	46190	
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	57	21	36	
E13 PREPARE OR UPDATE VEHICLE FORMS	49	17	32	
D4 CONDUCT ON-THE-JOB TRAINING (OJT)	52	21	31	
M30 PERFORM OPERATOR MAINTENANCE ON VEHICLES	37	10	27	
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	71	44	27	
H28 STENCIL OR MARK MUNITION CONTAINERS	31	4	27	
E6 PREPARE ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	30	5	25	
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	36	12	24	
D6 CONDUCT PROFICIENCY TRAINING	43	19	24	
B40 SUPERVISE MUNITIONS MAINTENANCE SUPERVISORS (AFSC 46170)	35	92	-57	
B2 ASSIGN PERSONNEL TO DUTY POSITIONS	14	60	-46	
B3 ASSIGN PERSONNEL TO TEMPORARY DUTY (TDY)	33	78	-45	
A3 DETERMINE MANNING OR PERSONNEL REQUIREMENTS	21	61	-40	
B42 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	22	62	-40	
A15 PLAN FACILITY REQUIREMENTS	34	74	-40	
A21 PLAN OR IDENTIFY PERSONNEL FOR ADDITIONAL DUTY ASSIGNMENTS	29	69	-40	
A17 PLAN FOR SUPPORT OF SPECIAL MISSIONS, WARPLANS, OR TRAINING EXERCISES	51	91	-40	
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	27	66	-39	
C7 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	38	76	-38	
C5 EVALUATE DELAYS OR INTERRUPTIONS OF WORK SCHEDULES	12	48	-36	
A27 PLAN SECURITY STANDARDS OR PROCEDURES	29	65	-36	
C11 EVALUATE SUGGESTIONS	32	68	-36	
C4 EVALUATE COMPLIANCE WITH SECURITY DIRECTIVES	41	76	-35	
B24 DRAFT OR REVIEW CORRESPONDENCE OR REPORTS	33	67	-34	
B31 INITIATE PERSONNEL ACTIONS				

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

In this section task performance comparisons are made among groups of personnel in DAFSC 461X0 with varying amounts of Active Federal Military Service (AFMS). The results of these comparisons are similar to those based on skill level groups. Table 9 lists the average percent time spent on tasks in each duty for groups with time in service ranging from 6-24 months (first job assignment after training) to more than 240 months.

Munitions Maintenance personnel in their first job after training (6-24 months AFMS) spend the greatest amount of time (24 percent) on Shipping and Transporting Munitions (Duty I) tasks. Receiving, Storing, and Issuing Munitions (Duty H) tasks require 19 percent of their duty time and Maintaining Equipment and Facilities (Duty M) tasks consume 15 percent of the duty time of these personnel. Tasks from these three duties account for 58 percent of the total duty time of members of the first job assignment. These personnel also spend 11 percent of their duty time on Assembling, Maintaining, and Reconditioning Munitions (Duty J) tasks. The balance of their time is spent on a variety of tasks from other job inventory duties. The time spent on technical tasks declines gradually as time in service increases and a corresponding increase occurs in the time spent on supervisory and managerial tasks.

Table 10 lists the most difficult tasks performed by 30 percent or more of the DAFSC 461X0 personnel in their first job assignment. (The method used for obtaining the difficulty index is explained in the section on task difficulty. On a scale from one to nine, tasks with a difficulty index of 5.0 are tasks of average difficulty). Although 31 tasks are performed by at least 30 percent of the members of this group only two of these tasks are rated as average (5.0) or above in difficulty.

TABLE 9
PERCENT TIME SPENT ON EACH DUTY BY AFMS GROUPS

DUTY	MONTHS ACTIVE MILITARY SERVICE									
	6-24	6-48	49-96	97-144	145-192	193-240	240+			
A PLANNING AND ORGANIZING	2	2	5	9	13	14	21			
B DIRECTING AND IMPLEMENTING	3	5	11	15	19	20	27			
C INSPECTING AND EVALUATING	5	6	7	12	14	17	19			
D TRAINING	2	2	6	9	10	9	10			
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	5	5	8	7	8	7	5			
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	5	6	7	6	5	4	3			
G DISPOSING OF UNSERVICEABLE AIR MUNITIONS	7	7	7	7	7	7	7			
H RECEIVING, STORING, AND ISSUING MUNITIONS	19	18	13	10	7	7	3			
I SHIPPING AND TRANSPORTING MUNITIONS	24	22	13	8	6	5	2			
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	11	10	5	3	2	2	1			
K TESTING MUNITIONS	1	1	1	*	*	*	*			
L MANAGING NUCLEAR WEAPONS AND NUCLEAR WEAPONS SHAPES	3	2	2	2	1	1	1			
M MAINTAINING EQUIPMENT AND FACILITIES	15	15	11	6	4	6	3			
N PERFORMING MUNITIONS CONTROL	4	5	10	12	10	7	5			

TABLE 10
MOST DIFFICULT TASKS PERFORMED BY DAFSC 461X0 PERSONNEL
WITH 6-24 MONTHS AFMS*

TASKS	PERCENT PERFORMING 6-24 MONTHS	DIFFICULTY INDEX
H20 PREPARE STORAGE AREAS FOR RECEIPT OF MUNITIONS	31	5.1
I13 OPERATE CRANES	32	5.0
H18 PREPARE OR PACK MUNITIONS FOR SHIPMENT, DELIVERY, OR STORAGE	44	4.9
H6 INSPECT MUNITIONS SHIPPING SEALS, ARMING MECHANISMS, OR SAFETY DEVICES	34	4.6
I18 OPERATE MUNITIONS TRANSPORT TRUCKS OR TRUCK-TRACTORS	43	4.5
I11 OPERATE BOMBLIFTS	35	4.3
H26 STACK OR POSITION ASSEMBLED READY MUNITIONS	42	4.2
H30 UNCRATE, UNPACK, OR REPACK MUNITION SHIPMENTS	41	4.2
C15 INSPECT EQUIPMENT	58	4.1
M1 CLEAN OR LUBRICATE MUNITIONS HANDLING EQUIPMENT SUCH AS LOADING TRAILERS, TRANSPORT TRAILERS, OR LIFTS	34	4.1
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	70	4.0
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	37	4.0
H25 STACK OR POSITION UNASSEMBLED MUNITIONS IN STORAGE FACILITIES	35	4.0

* THIRTY PERCENT OR MORE PERFORMING AND A DIFFICULTY INDEX OF 4.0 OR HIGHER ARE USED AS THE CUT-OFFS FOR TASKS TO BE INCLUDED IN THIS TABLE.

COMPARISONS OF CONUS/OVERSEAS TASK PERFORMANCE

Table 11 depicts the tasks of greatest difference in percent members performing between DAFSC 46150 respondents stationed in CONUS and those stationed overseas. The task of greatest difference in percent members performing is Task I20, Operate Rough Terrain Forklifts; eight percent of CONUS personnel and 21 percent of overseas personnel perform this task. All other tasks had a differences of 13 percent or less. Overall, these differences appear inconsequential.

TABLE 11
TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
CONUS AND OVERSEAS 5-SKILL LEVEL PERSONNEL

TASKS	PERCENT PERFORMING		DIFFERENCE
	CONUS	OVERSEAS	
I22 Operate Tugs	42	31	11
L9 Load or Unload Nuclear Weapons On or From Storage Bolsters	3	13	-10
G11 Perform Emergency Destruction Training Exercises	1	13	-12
I20 Operate Rough Terrain Forklifts	8	21	-13

TASK DIFFICULTY

Incumbents in the 7- and 9-skill levels from a wide variety of locations and commands were selected from a list of 461X0 airmen to rate task difficulty. Ratings were based on a nine-point scale from extremely low to extremely high difficulty. Difficulty was defined as the length of time required for an average incumbent to learn to perform the task satisfactorily. Interrater agreement among the 93 raters who completed the booklets was .97. The ratings were adjusted so that tasks of average difficulty have a rating of 5.0.

Among the 435 tasks in the job inventory 220 tasks received a difficulty rating of 5.0 (average) or above; however, very few of these tasks were performed by large percentages of the respondents to the survey. Table 12 lists the most difficult tasks performed by 20 percent or more of the survey respondents. As is typically seen, in many career areas, supervisory and managerial tasks are rated most difficult. The least difficult tasks performed by 20 percent or more of these personnel are presented in Table 13. An earlier table (Table 10) lists the most difficult tasks performed by incumbents in the 6-24 months AFMS (just job assignment) group.

TABLE 12

MOST DIFFICULT TASKS PERFORMED BY 20 PERCENT OR MORE OF THE SURVEY RESPONDENTS

TASKS	PERCENT MEMBERS PERFORMING	DIFFICULTY INDEX
A1 COMPILE DATA FOR USE IN SPECIAL REPORTS	28	6.4
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	30	6.2
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	34	6.1
B21 DIRECT STORAGE, HANDLING, MAINTENANCE, OR TRANSPORTATION OF CONVENTIONAL MUNITIONS	29	5.9
B34 PROVIDE ADVICE TO RESOLVE TECHNICAL PROBLEMS OF SUBORDINATES	27	5.8
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	23	5.7
E1 INITIATE OR UPDATE AIR FORCE FILES OF TECHNICAL ORDERS (TO), REGULATIONS, OR MANUALS	22	5.6
A16 PLAN FOR ISSUE, STORAGE, OR RECEIPT OF MATERIAL	30	5.6
B27 IMPLEMENT SAFETY PRACTICES OR PROCEDURES	29	5.5
A14 PARTICIPATE IN OR CONDUCT STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	28	5.5
F2 EVALUATE MUNITIONS FOR REPAIR OR REPLACEMENT REQUIREMENTS	20	5.5
B28 IMPLEMENT SECURITY PRACTICES OR PROCEDURES	21	5.3
F1 CLASSIFY DEFECTS OF MUNITIONS AS CRITICAL, MAJOR, OR MINOR	23	5.2
C21 INSPECT STORAGE FACILITIES	27	5.2
B36 SUPERVISE APPRENTICE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46130)	24	5.2
B11 COUNSEL SUBORDINATES ON JOB PROGRESSION OR CAREER DEVELOPMENT	29	5.2
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	36	5.2
D4 CONDUCT ON-THE-JOB TRAINING (OJT)	29	5.1
I27 RESEARCH TECHNICAL PUBLICATIONS FOR MUNITIONS HANDLING, TRANSPORTING, OR SHIPPING PROCEDURES	29	5.1
H20 PREPARE STORAGE AREAS FOR RECEIPT OF MUNITIONS	25	5.0
C3 EVALUATE AVAILABILITY OF EQUIPMENT OR SUPPLIES	23	5.0

TABLE 13

LEAST DIFFICULT TASKS PERFORMED BY 20 PERCENT OR MORE OF THE SURVEY RESPONDENTS

TASKS	PERCENT MEMBERS PERFORMING	DIFFICULTY INDEX
M34 PERFORM VEGETATION CONTROL IN MUNITIONS STORAGE AREAS	30	2.1
I23 PLACE PLACARDS ON MUNITIONS TRANSPORT OR HANDLING EQUIPMENT	49	2.4
M19 PERFORM OPERATOR MAINTENANCE ON COMMON HAND TOOLS	26	2.7
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	58	2.8
H16 PLACE FIRE SYMBOLS OR HAZARD MARKERS ON STORAGE FACILITIES	40	2.8
A29 SCHEDULE LEAVES OR PASSES	20	2.9
M16 PERFORM FACILITY CLEANING OR MAINTENANCE DUTIES	29	2.9
B5 CONDUCT INVENTORIES OF TOOLS, EQUIPMENT, OR SUPPLIES	37	3.0
H12 NOTIFY MUNITIONS CONTROL OF LOCATION CHANGES OF ASSEMBLED CONVENTIONAL MUNITIONS	27	3.0
B32 NOTIFY OTHER AGENCIES SUCH AS FIRE DEPARTMENT OR CONTROL TOWER WHEN AREAS ARE FREE OF DANGER FROM HAZARDOUS MUNITIONS	21	3.0
H11 NOTIFY MUNITIONS CONTROL OF REWAREHOUSING, INTERNAL MUNITIONS MOVEMENTS, OR FIRE HAZARD MARKER CHANGES	41	3.1
E13 PREPARE OR UPDATE VEHICLE FORMS	50	3.1
F6 OPERATE MICROFICHE VIEWERS	22	3.3
F5 MARK BOXES OR INNER PACKING OF MUNITIONS ITEMS THAT HAVE BEEN INSPECTED	26	3.4
J37 REPAINT OR MARK MUNITIONS	26	3.5
I15 OPERATE FARM TRACTORS	32	3.5
M44 REMOVE OR INSTALL TIRES, WHEELS, OR TUBES ON MUNITIONS HANDLING EQUIPMENT	22	3.5
M13 PAINT MUNITIONS HANDLING EQUIPMENT	20	3.5
H28 STENCIL OR MARK MUNITION CONTAINERS	44	3.5
I24 PREPARE MUNITIONS TRAILERS FOR MUNITIONS LOADING	37	3.5

COMPARISON TO EARLIER STUDIES

The results of this survey were compared to Occupational Survey Report 90-46X-052 and 90-464-053 for Munitions Maintenance, Weapon Mechanic and Munitions Disposal career ladders, 15 November 1971. Some of the findings in the earlier study applicable to the Munitions Maintenance (AFS 461X0) career ladder are similar to those of the current study. For example, both studies found that (1) only a small number of munitions maintenance tasks are performed by 50 percent or more of the respondents to the survey; (2) the tasks most likely to be performed by respondents with 6-24 months service involve receiving, storing, issuing, shipping, transporting, assembling, maintaining, and reconditioning munitions; (3) tasks involving disposal of air munitions, testing munitions, managing forms/records/publications, and managing nuclear weapons/shapes have low probability of performance by job incumbents with 6-24 months service; and (4) there is very little difference in percent members performing tasks in CONUS versus overseas.

One difference found was that the reenlistment intentions expressed by personnel with 6-48 months service improved from 11 percent planning to reenlist in 1970 to 44 percent planning to reenlist in the 1977 survey.

COMPARISONS OF OCCUPATIONAL SURVEY DATA WITH
SPECIALTY TRAINING STANDARD (STS) 461X0

The STS for AFS 461X0 dated July 1976, provides good general coverage of the technical tasks performed by survey respondents. There are, however, some subjects which may be worthy of higher skill/knowledge requirements. In paragraph 18, corrosion control for munitions, containers, and handling equipment is coded 1b. The following selected tasks are performed by DAFSC 461X0 personnel in their first job assignment (6-24 months service) by the percentages shown:

<u>TASKS</u>	<u>PERCENT PERFORMING</u>
J29 PERFORM CORROSION CONTROL ON MUNITIONS OR MUNITIONS TRAINING SHAPES	25
J36 REMOVE RUST OR CORROSION DEPOSITS FROM MUNITIONS EXTERIOR SURFACES	29
J37 REPAINT OR MARK MUNITIONS*	33

(* A common technique for corrosion control is preparation of the surface and application of epoxy paint).

It is possible that the above percentages could increase in peacetime as munitions remain in storage for long periods of time. During a war munitions are often used before corrosion becomes a problem. Also, during peacetime less personnel are required for packing, loading, and shipping munitions to support combat requirements; therefore, more time is available to perform corrosion control tasks. Most, if not all, munitions are Hi-Value supply items with high replacement costs, thus an effective corrosion control program could be very cost effective. Based on these considerations it appears that the corrosion control skill/knowledge requirements in paragraph 18 should be increased.

In a similar vein, survey data indicate that Munitions Maintenance (AFS 461X0) personnel perform munitions disposal at locations where Explosive Ordnance Disposal (AFS 464X0) personnel are not available. Disposal of munitions listed in paragraph 20 shows a dash in the first column indicating no coverage in the course or at the 3-skill level. Similarly, the emergency destruction of munitions assets in paragraph 21 lists only subject knowledge level "A". While tasks related to these functions are performed by only about 5 percent of the total sample, these tasks involve much higher percentages of DAFSC 461X0 personnel in SAC and USAFE. Some supervisors in the field expressed the desire to increase these subjects to a skill/knowledge level of 1b for course graduates (especially those with initial assignments in SAC, USAFE or PACAF).

CONCLUSIONS

1. Equipment maintenance on non-powered AGE is unrelated to other munitions maintenance responsibilities of personnel in the Munitions Maintenance specialty and should be either performed by personnel in AFS 472X1C or AFS 423X5, as provided in Vol II, AFM 77-310 or, if performed by AFS 461X0, should be specified for a separate shred or SEI.
2. The STS and AFM 39-1 specialty descriptions generally cover the tasks performed by job incumbents, however some minor changes in STS skill or knowledge requirements and some changes in the AFM 39-1 specialty description appear warranted.
3. While job interest and perceived utilization of talents and perceived utilization of training are much less favorable among Munitions Maintenance specialists than for personnel in other career ladders surveyed during 1976, the reenlistment intentions for AFS 461X0 incumbents were approximately the same.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP239, MUNITIONS ASSEMBLY, HANDLING, STORAGE, AND
MINOR MAINTENANCE SPECIALIST

PERCENT OF SAMPLE: 6.7

MAJOR COMMAND DISTRIBUTION: TAC (42%), USAF (25%), PACAF (16%), SAC (10%),
AFLC (3%), MAC (1%), ADC (1%), AFSC (1%), ATC (1%)

LOCATION: CONUS 58%, OVERSEAS 42%

DAFSC DISTRIBUTION: 46130 (10%), 46150 (87%), 46170 (3%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE AN AVERAGE OF 3.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (42%)
SO-SO (28%)

PERCEIVED UTILIZATION OF TALENTS: VERY LITTLE OR NOT AT ALL (51%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (73%)

AVERAGE NUMBER OF TASKS PERFORMED: 80

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	24
H RECEIVING, STORING, AND ISSUING MUNITIONS	15
I SHIPPING AND TRANSPORTING MUNITIONS	14
M MAINTAINING EQUIPMENT AND FACILITIES	10
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H28 STENCIL OR MARK MUNITION CONTAINERS	94
J20 LINK OR DELINK SMALL-ARMS OR 20MM AMMUNITION	93
J26 LOAD OR UNLOAD 20MM AMMUNITION INTO 20MM AMMUNITION CANS	91
H14 PALLETIZE MUNITION ITEMS ON WOOD OR METAL PALLETS	88
J36 REMOVE RUST OR CORROSION DEPOSITS FROM MUNITIONS EXTERIOR SURFACES	85

GROUP ID NUMBER AND TITLE: GRP388, MUNITIONS ASSEMBLY, MINOR MAINTENANCE, AND HANDLING CREW CHIEF

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: TAC (54%), PACAF (18%), USAF (18%), AFSC (5%), SAC (5%)

LOCATION: CONUS 64%, OVERSEAS 36%

DAFSC DISTRIBUTION: 46150 (36%), 46170 (64%)

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 86 PERCENT SUPERVISE AN AVERAGE OF 5.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (50%)
SO-SO (27%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (64%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (77%)

AVERAGE NUMBER OF TASKS PERFORMED: 69

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	21
B DIRECTING AND IMPLEMENTING	18
D TRAINING	12
H RECEIVING, STORING, AND ISSUING MUNITIONS	8
I SHIPPING AND TRANSPORTING MUNITIONS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	95
J37 REPAINT OR MARK MUNITIONS	95
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	91
J36 REMOVE RUST OR CORROSION DEPOSITS FROM MUNITIONS EXTERIOR SURFACES	91
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	91

GROUP ID NUMBER AND TITLE: GRP278, MUNITIONS CORROSION CONTROL, CLEANING,
STORAGE AND EQUIPMENT OPERATION SPECIALIST

PERCENT OF SAMPLE: 1.1

MAJOR COMMAND DISTRIBUTION: TAC (35%), SAC (22%), AFSC (17%), PACAF (13%),
USAFE (13%)

LOCATION: CONUS 55%, OVERSEAS 45%

DAFSC DISTRIBUTION: 46130 (4%), 46150 (96%)

AVERAGE GRADE: 3.1

AMOUNT OF SUPERVISION: 9 PERCENT SUPERVISE AN AVERAGE OF 3.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY DULL TO EXTREMELY DULL (44%)
SO-SO (30%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO QUITE WELL (50%)
VERY LITTLE OR NOT AT ALL (50%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO QUITE WELL (70%)

AVERAGE NUMBER OF TASKS PERFORMED: 42

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	24
I SHIPPING AND TRANSPORTING MUNITIONS	22
M MAINTAINING EQUIPMENT AND FACILITIES	18
H RECEIVING, STORING, AND ISSUING MUNITIONS	15
L MANAGING NUCLEAR WEAPONS AND NUCLEAR WEAPONS SHAPES	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M30 PERFORM OPERATOR MAINTENANCE ON VEHICLES	96
J29 PERFORM CORROSION CONTROL ON MUNITIONS OR MUNITIONS TRAINING SHAPES	91
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	91
H14 PALLETIZE MUNITION ITEMS ON WOOD OR METAL PALLETS	87
J12 CLEAN BOMB FUSE WELLS OR CAVITIES	83

GROUP ID NUMBER AND TITLE: GRP439, AMMUNITION LOADING, ASSEMBLY, AND
CLEANING/RECONDITIONING SPECIALIST

PERCENT OF SAMPLE: 1.3

MAJOR COMMAND DISTRIBUTION: TAC (82%), PACAF (11%), USAF (7%)

LOCATION: CONUS 82%, OVERSEAS 18%

DAFSC DISTRIBUTION: 46130 (37%), 46150 (59%), 46170 (4%)

AVERAGE GRADE: 2.9

AMOUNT OF SUPERVISION: 7 PERCENT SUPERVISE AN AVERAGE OF 2.0 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY DULL TO EXTREMELY DULL (41%)
SO-SO (26%)

PERCEIVED UTILIZATION OF TALENTS: VERY LITTLE OR NOT AT ALL (74%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO VERY WELL (56%)

AVERAGE NUMBER OF TASKS PERFORMED: 21

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	24
H RECEIVING, STORING, AND ISSUING MUNITIONS	13
I SHIPPING AND TRANSPORTING MUNITIONS	7
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	6
M MAINTAINING EQUIPMENT AND FACILITIES	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J26 LOAD OR UNLOAD 20MM AMMUNITION INTO 20MM AMMUNITION CANS	100
J25 LOAD OR UNLOAD SMALL-ARMS OR 20MM TO 105MM AMMUNITION INTO OR FROM CONTAINERS	96
J20 LINK OR DELINK SMALL-ARMS OR 20MM AMMUNITION	96
J13 CLEAN OR RECONDITION SMALL-ARMS OR 20MM TO 105MM AMMUNITION	78
J3 ASSEMBLE BDU-33 OR MK 106 PRACTICE BOMBS	70

GROUP ID NUMBER AND TITLE: GRP698, MUNITIONS INSPECTION, STORAGE, AND SHIPPING SPECIALIST

PERCENT OF SAMPLE: 2.1

MAJOR COMMAND DISTRIBUTION: SAC (49%), USAF (18%), PACAF (9%), AFLC (5%), AFSC (5%), ATC (5%), TAC (5%), MAC (2%), OTHERS (2%)

LOCATION: CONUS 73%, OVERSEAS 27%

DAFSC DISTRIBUTION: 46130 (4%), 46150 (80%), 46170 (16%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISE AN AVERAGE OF 2.6 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (69%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (82%)

AVERAGE NUMBER OF TASKS PERFORMED: 123

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H RECEIVING, STORING, AND ISSUING MUNITIONS	19
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	18
C INSPECTING AND EVALUATING	9
B DIRECTING AND IMPLEMENTING	9
I SHIPPING AND TRANSPORTING MUNITIONS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F25 RESEARCH TECHNICAL ORDER 11A-1-1 TO DETERMINE SERVICEABILITY OF MUNITIONS STOCKS	100
F5 MARK BOXES OR INNER PACKING OF MUNITIONS ITEMS THAT HAVE BEEN INSPECTED	100
F18 PERFORM ANNUAL, PERIODIC, OR SPECIAL INSPECTIONS ON SMALL-ARMS OR 20MM TO 90MM AMMUNITION	100
H8 INSPECT MUNITIONS UPON RECEIPT TO DETERMINE DAMAGE TO ITEMS OR CONTAINERS	98
H18 PREPARE OR PACK MUNITIONS FOR SHIPMENT, DELIVERY, OR STORAGE	96

GROUP ID NUMBER AND TITLE: GRP646, NCOIC MUNITIONS AND EQUIPMENT INSPECTION/
STORAGE/SHIPPING

PERCENT OF SAMPLE: 1.4

MAJOR COMMAND DISTRIBUTION: SAC (26%), USAFE (26%), PACAF (10%), TAC (10%),
AFLC (6%), AFSC (6%), ATC (6%), MAC (6%), AFCS (4%)

LOCATION: CONUS (66%), OVERSEAS (53%)

DAFSC DISTRIBUTION: 46150 (20%), 46170 (74%), 46190 (6%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 84 PERCENT SUPERVISE AN AVERAGE OF 3.8 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (77%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (82%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (78%)

AVERAGE NUMBER OF TASKS PERFORMED: 177

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	14
C INSPECTING AND EVALUATING	12
H RECEIVING, STORING, AND ISSUING MUNITIONS	11
A PLANNING AND ORGANIZING	10
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B21 DIRECT STORAGE, HANDLING, MAINTENANCE, OR TRANSPORTATION OF CONVENTIONAL MUNITIONS	97
C16 INSPECT INCOMING OR OUTGOING MUNITIONS SHIPMENTS	97
C21 INSPECT STORAGE FACILITIES	94
F25 RESEARCH TECHNICAL ORDER 11A-1-1 TO DETERMINE SERVICEABILITY OF MUNITIONS STOCKS	94
B4 ASSIGN PERSONNEL TO WORK PROJECTS	94

GROUP ID NUMBER AND TITLE: GRP803, NCOIC, MUNITIONS INSPECTION

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: TAC (35%), USAFE (35%), SAC (18%), PACAF (12%)

LOCATION: CONUS (53%), OVERSEAS (47%)

DAFSC DISTRIBUTION: 46150 (18%), 46170 (76%), 46190 (6%)

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 94 PERCENT SUPERVISE AN AVERAGE OF 4.4 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (82%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 105

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	18
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	17
C INSPECTING AND EVALUATING	15
A PLANNING AND ORGANIZING	11
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	100
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
F24 RESEARCH TECHNICAL ORDER 11A-1-10 TO DETERMINE MUNITIONS STOCK CLASSES DUE ANNUAL INSPECTIONS	100
F1 CLASSIFY DEFECTS OF MUNITIONS AS CRITICAL, MAJOR, OR MINOR	100
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	100

GROUP ID NUMBER AND TITLE: GRP683, NCOIC, MUNITIONS STORAGE/HANDLING

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: TAC (37%), USAFE (32%), AFLC (23%), PACAF (5%),
OTHER (3%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 46130 (4%), 46150 (46%), 46170 (46%) 46190 (4%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: 73 PERCENT SUPERVISE AN AVERAGE OF 4.9 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (86%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (86%)

AVERAGE NUMBER OF TASKS PERFORMED: 126

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	16
H RECEIVING, STORING, AND ISSUING MUNITIONS	15
I SHIPPING AND TRANSPORTING MUNITIONS	13
C INSPECTING AND EVALUATING	11
M MAINTAINING EQUIPMENT AND FACILITIES	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H11 NOTIFY MUNITIONS CONTROL OF REWAREHOUSING, INTERNAL MUNITIONS MOVEMENTS, OR FIRE HAZARD MARKER CHANGES	100
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	100
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	95
C21 INSPECT STORAGE FACILITIES	95
M52 VISUALLY INSPECT MUNITIONS HANDLING EQUIPMENT SUCH AS LOADING TRAILERS, TRANSPORT TRAILERS, OR LIFTS	95

GROUP ID NUMBER AND TITLE: GRP575, NCOIC, MUNITIONS ASSEMBLY AND MINOR
MAINTENANCE

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: TAC (45%), USAF (41%), PACAF (14%)

LOCATION: CONUS (45%), OVERSEAS (55%)

DAFSC DISTRIBUTION: 46150 (18%), 46170 (77%), 46190 (5%)

AVERAGE GRADE: 5.6

AMOUNT OF SUPERVISION: 91 PERCENT SUPERVISE AN AVERAGE OF 3.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (64%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (82%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (77%)

AVERAGE NUMBER OF TASKS PERFORMED: 131

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	16
C INSPECTING AND EVALUATING	11
D TRAINING	11
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	10
A PLANNING AND ORGANIZING	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
B4 ASSIGN PERSONNEL TO WORK PROJECTS	100
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	100
C19 INSPECT MUNITIONS ASSEMBLY OR MAINTENANCE AREAS	82
J25 LOAD OR UNLOAD SMALL-ARMS OR 20MM TO 105MM AMMUNITION INTO OR FROM CONTAINERS	82

GROUP ID NUMBER AND TITLE: GRP493, MUNITIONS DISPOSAL SPECIALIST

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: SAC (75%), PACAF (25%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 46150 (88%), 46170 (12%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE AN AVERAGE OF 6.0 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (75%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 87

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G DISPOSING OF UNSERVICEABLE AIR MUNITIONS	14
H RECEIVING, STORING, AND ISSUING MUNITIONS	13
B DIRECTING AND IMPLEMENTING	11
I SHIPPING AND TRANSPORTING MUNITIONS	10
C INSPECTING AND EVALUATING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G4 DISPOSE OF UNSERVICEABLE MUNITIONS BY DETONATION	100
I9 LOAD OR UNLOAD MUNITIONS INTO OR FROM TRANSPORT VEHICLES	100
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	100
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	100
G13 PREPARE OR TRANSPORT UNSERVICEABLE MUNITIONS TO DISPOSAL SITES	88

GROUP ID NUMBER AND TITLE: GRP528, MUNITIONS INSPECTOR

PERCENT OF SAMPLE: 7.0

MAJOR COMMAND DISTRIBUTION: TAC (26%), SAC (19%), USAFE (19%), PACAF (7%),
ATC (5%), AFSC (5%), AFLC (5%), MAC (5%), AAC (3%),
OTHERS (5%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 46130 (5%), 46150 (80%), 46170 (15%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE AN AVERAGE OF 2.2 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (70%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (85%)

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	31
H RECEIVING, STORING, AND ISSUING MUNITIONS	20
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	11
C INSPECTING AND EVALUATING	9
I SHIPPING AND TRANSPORTING MUNITIONS	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F18 PERFORM ANNUAL, PERIODIC, OR SPECIAL INSPECTIONS ON SMALL-ARMS OR 20MM TO 90MM AMMUNITION	98
F1 CLASSIFY DEFECTS OF MUNITIONS AS CRITICAL, MAJOR, OR MINOR	97
F5 MARK BOXES OR INNER PACKING OF MUNITIONS ITEMS THAT HAVE BEEN INSPECTED	97
E8 PREPARE MUNITIONS INSPECTION DOCUMENT FORMS (AFTO FORM 102)	94
H8 INSPECT MUNITIONS UPON RECEIPT TO DETERMINE DAMAGE TO ITEMS OR CONTAINERS	91

GROUP ID NUMBER AND TITLE: GRP545, MUNITIONS INSPECTION, MARKING, PACKING
AND STORAGE SPECIALIST

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: SAC (39%), AFLC (15%), AFSC (15%), MAC (15%),
AAC (8%), ATC (8%)

LOCATION: CONUS (92%), OVERSEAS (8%)

DAFSC DISTRIBUTION: 46130 (15%), 46150 (85%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 8 PERCENT SUPERVISE AN AVERAGE OF 2.0 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (25%)

PERCEIVED UTILIZATION OF TALENTS: VERY LITTLE OR NOT AT ALL (54%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (69%)

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H RECEIVING, STORING, AND ISSUING MUNITIONS	29
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	21
I SHIPPING AND TRANSPORTING MUNITIONS	15
M MAINTAINING EQUIPMENT AND FACILITIES	10
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H28 STENCIL OR MARK MUNITION CONTAINERS	100
H18 PREPARE OR PACK MUNITIONS FOR SHIPMENT, DELIVERY, OR STORAGE	100
F5 MARK BOXES OR INNER PACKING OF MUNITIONS ITEMS THAT HAVE BEEN INSPECTED	92
H8 INSPECT MUNITIONS UPON RECEIPT TO DETERMINE DAMAGE TO ITEMS OR CONTAINERS	92
F18 PERFORM ANNUAL, PERIODIC, OR SPECIAL INSPECTIONS ON SMALL-ARMS OR 20MM TO 90MM AMMUNITION	92

GROUP ID NUMBER AND TITLE: GRP417, MUNITIONS INSPECTION, PROCESSING AND MARKING SPECIALIST

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: SAC (40%), PACAF (20%), TAC (20%), AFLC (10%), OTHERS (10%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 46130 (10%), 46150 (90%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 10 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (40%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO VERY WELL (70%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO EXCELLENTLY (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 34

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	46
H RECEIVING, STORING, AND ISSUING MUNITIONS	13
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	11
C INSPECTING AND EVALUATING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F5 MARK BOXES OR INNER PACKING OF MUNITIONS ITEMS THAT HAVE BEEN INSPECTED	100
E8 PREPARE MUNITIONS INSPECTION DOCUMENT FORMS (AFTO FORM 349)	100
F1 CLASSIFY DEFECTS OF MUNITIONS AS CRITICAL, MAJOR, OR MINOR	100
F18 PERFORM ANNUAL, PERIODIC, OR SPECIAL INSPECTIONS ON SMALL-ARMS OR 20MM TO 90MM AMMUNITION	100
F6 OPERATE MICROFICHE VIEWERS	80

GROUP ID NUMBER AND TITLE: GRP231, WAREHOUSING AND MUNITIONS HANDLING/
TRANSPORTING EQUIPMENT SPECIALIST

PERCENT OF SAMPLE: 18.5

MAJOR COMMAND DISTRIBUTION: TAC (46%), USAFE (20%), PACAF (15%), AFLC (5%),
AAC (4%), SAC (4%), AFSC (4%), OTHERS (2%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 46130 (8%), 46150 (81%), 46170 (11%)

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF 4.0 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (45%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (55%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (78%)

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H RECEIVING, STORING, AND ISSUING MUNITIONS	29
I SHIPPING AND TRANSPORTING MUNITIONS	27
M MAINTAINING EQUIPMENT AND FACILITIES	12
B DIRECTING AND IMPLEMENTING	7
C INSPECTING AND EVALUATING	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	93
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	88
I9 LOAD OR UNLOAD MUNITIONS INTO OR FROM TRANSPORT VEHICLES	84
H11 NOTIFY MUNITIONS CONTROL OF REWAREHOUSING, INTERNAL MUNITIONS MOVEMENTS, OR FIRE HAZARD MARKER CHANGES	84
H25 STACK OR POSITION UNASSEMBLED MUNITIONS IN STORAGE FACILITIES	79

GROUP ID NUMBER AND TITLE: GRP309, INSTRUCTOR

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: ATC (75%), TAC (13%), PACAF (12%)

LOCATION: CONUS (58%), OVERSEAS (12%)

DAFSC DISTRIBUTION: 46150 (88%), 46170 (12%)

AVERAGE GRADE: 4.5

AMOUNT OF SUPERVISION: 0 PERCENT SUPERVISE AN AVERAGE OF ZERO SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO VERY INTERESTING (87%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO VERY WELL (75%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO VERY WELL (75%)

AVERAGE NUMBER OF TASKS PERFORMED: 54

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I SHIPPING AND TRANSPORTING MUNITIONS	27
D TRAINING	17
J ASSEMBLING, MAINTAINING, AND RECONDITIONING MUNITIONS	13
H RECEIVING, STORING, AND ISSUING MUNITIONS	12
M MAINTAINING EQUIPMENT AND FACILITIES	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D13 DEMONSTRATE MUNITIONS HANDLING EQUIPMENT OPERATIONS	100
I13 OPERATE CRANES	100
D1 ADMINISTER OR SCORE TESTS	88
D28 PREPARE INERT MUNITIONS FOR TRAINING DEMONSTRATIONS	75
D8 CONDUCT RESIDENT COURSE TECHNICAL TRAINING	50

GROUP ID NUMBER AND TITLE: GRP249, MUNITIONS HANDLING SUPERVISOR

PERCENT OF SAMPLE: 2.1

MAJOR COMMAND DISTRIBUTION: TAC (58%), PACAF (22%), USAFE (9%), SAC (5%),
AAC (2%), ADC (2%), AFLC (2%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 46150 (64%), 46170 (36%)

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 82 PERCENT SUPERVISE AN AVERAGE OF 3.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO VERY INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO VERY WELL (65%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO VERY WELL (78%)

AVERAGE NUMBER OF TASKS PERFORMED: 36

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I SHIPPING AND TRANSPORTING MUNITIONS	22
B DIRECTING AND IMPLEMENTING	19
H RECEIVING, STORING, AND ISSUING MUNITIONS	14
D TRAINING	11
C INSPECTING AND EVALUATING	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E13 PREPARE OR UPDATE VEHICLE FORMS	91
E9 PREPARE OR ANNOTATE MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	89
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	82
I24 PREPARE MUNITIONS TRAILERS FOR MUNITIONS LOADING	76
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	76

GROUP ID NUMBER AND TITLE: GRP485, NUCLEAR WEAPON TRANSPORT/HANDLING/
STORAGE SPECIALIST

PERCENT OF SAMPLE: 1.6

MAJOR COMMAND DISTRIBUTION: AFLC (85%), SAC (12%), USAFE (3%)

LOCATION: CONUS (97%), OVERSEAS (3%)

DAFSC DISTRIBUTION: 46130 (6%), 46150 (88%), 46170 (6%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 6 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (39%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO VERY WELL (56%)

PERCEIVED UTILIZATION OF TRAINING: VERY LITTLE OR NOT AT ALL (59%)

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I SHIPPING AND TRANSPORTING MUNITIONS	29
L MANAGING NUCLEAR WEAPONS AND NUCLEAR WEAPONS SHAPES	29
M MAINTAINING EQUIPMENT AND FACILITIES	20
H RECEIVING, STORING, AND ISSUING MUNITIONS	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L18 TRANSPORT NUCLEAR WEAPONS OR NUCLEAR WEAPONS SHAPES	97
L16 STACK OR POSITION NUCLEAR WEAPONS IN STORAGE AREAS	97
L10 LOAD OR UNLOAD NUCLEAR WEAPONS ON OR FROM TRUCKS OR TRAILERS	97
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	94
I9 LOAD OR UNLOAD MUNITIONS INTO OR FROM TRANSPORT VEHICLES	88

GROUP ID NUMBER AND TITLE: GRP126, MUNITIONS HANDLING EQUIPMENT OPERATOR

PERCENT OF SAMPLE: 5.3

MAJOR COMMAND DISTRIBUTION: TAC (47%), PACAF (15%), USAFE (14%), AFLC (6%),
AFSC (6%), SAC (4%), ATC (2%), OTHERS (6%)

LOCATION: CONUS (65%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 46130 (16%), 46150 (83%), 46170 (1%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 6 PERCENT SUPERVISE AN AVERAGE OF 2.3 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (32%)

PERCEIVED UTILIZATION OF TALENTS: VERY LITTLE OR NOT AT ALL (60%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I SHIPPING AND TRANSPORTING MUNITIONS	58
H RECEIVING, STORING, AND ISSUING MUNITIONS	14
M MAINTAINING EQUIPMENT AND FACILITIES	13
C INSPECTING AND EVALUATING	3

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I23 PLACE PLACARDS ON MUNITIONS TRANSPORT OR HANDLING EQUIPMENT	92
I21 OPERATE STANDARD GASOLINE OR ELECTRIC POWERED FORKLIFTS	79
I19 OPERATE PICKUP TRUCKS OR OTHER LIGHT DELIVERY VEHICLES	78
I9 LOAD OR UNLOAD MUNITIONS INTO OR FROM TRANSPORT VEHICLES	70
I18 OPERATE MUNITIONS TRANSPORT TRUCKS OR TRUCK-TRACTORS	54

GROUP ID NUMBER AND TITLE: GRP463, EQUIPMENT MAINTENANCE SPECIALIST

PERCENT OF SAMPLE: 4.4

MAJOR COMMAND DISTRIBUTION: TAC (51%), USAFE (21%), PACAF (13%), AAC (6%),
AFLC (2%), AFSC (2%), OTHERS (5%)

LOCATION: CONUS (61%), OVERSEAS (39%)

DAFSC DISTRIBUTION: 46130 (8%), 46150 (80%), 46170 (12%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 30 PERCENT SUPERVISE AN AVERAGE OF 2.4 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (38%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL OR BETTER (56%)

PERCEIVED UTILIZATION OF TRAINING: VERY LITTLE OR NOT AT ALL (57%)

AVERAGE NUMBER OF TASKS PERFORMED: 42

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

M	MAINTAINING EQUIPMENT AND FACILITIES	67
E	MANAGING FORMS, RECORDS, AND PUBLICATIONS	7
C	INSPECTING AND EVALUATING	7
B	DIRECTING AND IMPLEMENTING	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

M38	REMOVE, INSTALL, OR ADJUST MUNITIONS HANDLING EQUIPMENT BRAKES	100
M44	REMOVE OR INSTALL TIRES, WHEELS, OR TUBES ON MUNITIONS HANDLING EQUIPMENT	100
M45	REMOVE, REPACK, OR REPLACE MUNITIONS HANDLING EQUIPMENT WHEEL BEARINGS	98
M1	CLEAN OR LUBRICATE MUNITIONS HANDLING EQUIPMENT SUCH AS LOADING TRAILERS, TRANSPORT TRAILERS, OR LIFTS	97
M36	PERFORM 180-DAY INSPECTION OF MUNITIONS HANDLING EQUIPMENT	96

GROUP ID NUMBER AND TITLE: GRP290, MUNITIONS CONTROL SPECIALIST

PERCENT OF SAMPLE: 6.3

MAJOR COMMAND DISTRIBUTION: TAC (51%), PACAF (13%), USAF (15%), AFLC (8%),
SAC (3%), AFSC (3%), AAC (1%)

LOCATION: CONUS (65%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 46150 (70%), 46170 (30%)

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF 2.4 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (65%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (71%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (69%)

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N PERFORMING MUNITIONS CONTROL	65
B DIRECTING AND IMPLEMENTING	12
A PLANNING AND ORGANIZING	8
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N31 POST OR UPDATE MUNITIONS CONTROL STATUS BOARDS	99
N17 ISSUE OR COORDINATE UNSCHEDULED WORK ORDERS WITH MUNITIONS MAINTENANCE OR OTHER AGENCIES	96
N5 COORDINATE FIRE SYMBOL CHANGES WITH FIRE DEPARTMENT OR SECURITY POLICE	96
N19 MONITOR RADIO REPORTS OF MUNITIONS MOVEMENTS OR DELIVERY ACTIVITIES	94
N6 COORDINATE MUNITIONS DELIVERY WITH WEAPONS OR MISSILE PERSONNEL	92

GROUP ID NUMBER AND TITLE: GRP277, NCOIC/SUPERINTENDENT MUNITIONS STORAGE/
MAINTENANCE

PERCENT OF SAMPLE: 5.7

MAJOR COMMAND DISTRIBUTION: TAC (36%), USAFE (22%), PACAF (15%), SAC (12%),
AFLC (8%), AAC (4%), AFSC (3%)

LOCATION: CONUS (53%), OVERSEAS (47%)

DAFSC DISTRIBUTION: 46150 (6%), 46170 (55%), 46190 (39%)

AVERAGE GRADE: 6.9

AMOUNT OF SUPERVISION: 88 PERCENT SUPERVISE AN AVERAGE OF 4.7 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (88%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (87%)

AVERAGE NUMBER OF TASKS PERFORMED: 73

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	28
A PLANNING AND ORGANIZING	21
C INSPECTING AND EVALUATING	19
D TRAINING	11
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	98
C28 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	98
A7 DEVELOP OR UPDATE SECTION POLICIES OR PROCEDURES	91
A14 PARTICIPATE IN OR CONDUCT STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	90
B40 SUPERVISE MUNITIONS MAINTENANCE SUPERVISORS (AFSC 46170)	54

GROUP ID NUMBER AND TITLE: GRP324, NCOIC, EQUIPMENT, TOOLS, AND SUPPLIES

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: TAC (50%), PACAF (20%), AFLC (10%), SAC (10%),
USAFE (10%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 46150 (10%), 46170 (70%), 46190 (20%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF 4.1 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO EXCELLENTLY (60%)

PERCEIVED UTILIZATION OF TRAINING: VERY LITTLE OR NOT AT ALL (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	30
C INSPECTING AND EVALUATING	19
D TRAINING	14
A PLANNING AND ORGANIZING	13
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C15 INSPECT EQUIPMENT	100
B5 CONDUCT INVENTORIES OF TOOLS, EQUIPMENT, OR SUPPLIES	100
B10 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	100
B25 ESTABLISH PROCEDURES FOR MAINTENANCE OR UTILIZATION OF TOOLS, EQUIPMENT OR SUPPLIES	90
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	90

GROUP ID NUMBER AND TITLE: GRP474, NCOIC, EQUIPMENT MAINTENANCE

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: TAC (46%), USAFE (36%), AAC (9%), PACAF (9%)

LOCATION: CONUS (45%), OVERSEAS (55%)

DAFSC DISTRIBUTION: 46150 (46%), 46170 (46%), 46190 (9%)

AVERAGE GRADE: 6.1

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF 4.6 SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (55%)
FAIRLY INTERESTING TO EXTREMELY INTERESTING (18%)

PERCEIVED UTILIZATION OF TALENTS: VERY LITTLE OR NOT AT ALL (55%)

PERCEIVED UTILIZATION OF TRAINING: VERY LITTLE OR NOT AT ALL (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 113

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N PERFORMING MUNITIONS CONTROL	20
B DIRECTING AND IMPLEMENTING	16
M MAINTAINING EQUIPMENT AND FACILITIES	16
A PLANNING AND ORGANIZING	12
C INSPECTING AND EVALUATING	12

FIRE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B39 SUPERVISE MUNITIONS MAINTENANCE SPECIALISTS (AFSC 46150)	100
N30 PLAN REQUIREMENTS FOR EQUIPMENT, TOOLS, OR SUPPLIES	100
C15 INSPECT EQUIPMENT	100
N29 PLAN RECONDITIONING OF AEROSPACE MUNITIONS OR HANDLING EQUIPMENT	100
B25 ESTABLISH PROCEDURES FOR MAINTENANCE OR UTILIZATION OF TOOLS, EQUIPMENT, OR SUPPLIES	91

GROUP ID NUMBER AND TITLE: GRP732, WEAPONS/EXPLOSIVE SAFETY SPECIALIST/
TECHNICIAN

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: TAC (33%), USAFE (29%), PACAF (24%), AFLC (9%),
SAC (5%)

LOCATION: CONUS (47%), OVERSEAS (53%)

DAFSC DISTRIBUTION: 46150 (14%), 46170 (81%), 46190 (5%)

AVERAGE GRADE: 5.7

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISE AN AVERAGE OF 2.5 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (95%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (86%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	34
A PLANNING AND ORGANIZING	25
B DIRECTING AND IMPLEMENTING	21
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B13 DIRECT EXPLOSIVE SAFETY PROGRAMS	100
C6 EVALUATE GROUND EXPLOSIVE OR NUCLEAR SAFETY PROGRAMS	100
C21 INSPECT STORAGE FACILITIES	100
A2 COORDINATE SECTION SAFETY PROGRAMS WITH SAFETY DIRECTORS	95
B27 IMPLEMENT SAFETY PRACTICES OR PROCEDURES	86

GROUP ID NUMBER AND TITLE: GRP563, QUALITY CONTROL EVALUATOR/INSPECTOR

PERCENT OF SAMPLE: 1.2

MAJOR COMMAND DISTRIBUTION: USAFE (44%), TAC (20%), SAC (16%), PACAF (12%),
AFLC (8%)

LOCATION: CONUS (42%), OVERSEAS (58%)

DAFSC DISTRIBUTION: 46150 (8%), 46170 (88%), 46190 (4%)

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE AN AVERAGE OF 2.3 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (96%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (100%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (96%)

AVERAGE NUMBER OF TASKS PERFORMED: 33

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

C	INSPECTING AND EVALUATING	50
B	DIRECTING AND IMPLEMENTING	15
A	PLANNING AND ORGANIZING	11
D	TRAINING	10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

C30	PREPARE INSPECTION REPORTS	100
C21	INSPECT STORAGE FACILITIES	100
C15	INSPECT EQUIPMENT	100
C26	PERFORM PROFICIENCY EVALUATIONS OF PERSONNEL	92
B26	IMPLEMENT QUALITY CONTROL PROGRAMS	77

GROUP ID NUMBER AND TITLE: GRP 589, MUNITIONS INSPECTION RECORDS/REPORTS
SPECIALIST

PERCENT OF SAMPLE: LESS THAN 1.0

MAJOR COMMAND DISTRIBUTION: TAC (29%), AFLC (23%), AFSC (18%), PACAF (18%),
USAF (12%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 46150 (77%), 46170 (23%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF 1.2 SUBORDINATES

EXPRESSED JOB INTEREST: FAIRLY INTERESTING TO EXTREMELY INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (71%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

F PERFORMING ANNUAL, PERIODIC, AND SPECIAL MUNITIONS INSPECTIONS	29
E MANAGING FORMS, RECORDS, AND PUBLICATIONS	28
C INSPECTING AND EVALUATING	12
H RECEIVING, STORING, AND ISSUING MUNITIONS	9
B DIRECTING AND IMPLEMENTING	8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

E10 PREPARE OR UPDATE AMMUNITION SERVICEABILITY AND LOCATION RECORDS (AFTO FORM 15)	100
F22 RESEARCH MUNITIONS RECORDS TO DETERMINE SPECIFIC ITEMS DUE ANNUAL INSPECTIONS	100
E5 PREPARE AMMUNITION LOT DATA REPORTS	88
C1 ANALYZE INSPECTION OR MAINTENANCE REPORTS	82
E8 PREPARE MUNITIONS INSPECTION DOCUMENT FORMS (AFTO FORM 102)	82

